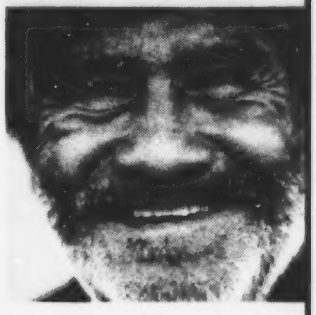
Multiculturalism

Directions for the New Millennium



Oliver ▪ November 4, 1999

Nanaimo ▪ November 9, 1999

Quesnel ▪ November 23, 1999

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stry Responsible for
iculturalism and Immigration
culturalism BC

2nd Floor
1125 Howe Street
Vancouver BC V6Z 2K8

(604) 660-2203
fax (604) 660-1150
www.mrmi.gov.bc.ca

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Multiculturalism: Directions for the New Millennium

Multiculturalism BC's 1999 series of forums entitled *Multiculturalism: Directions for the New Millennium* were held in three different communities throughout British Columbia. Three locations were chosen to provide various regions an opportunity for community discussion and input on provincial multiculturalism initiatives.

The objectives for the forums were:

- *To discuss the role of multiculturalism in relation to other equity issues;*
- *To receive input on new initiatives and directions for Multiculturalism BC;*
- *To provide a forum through which local communities can present and discuss issues of multiculturalism relevant to their community.*

The three forums took place in Oliver on November 4, 1999, Nanaimo on November 9th, and Quesnel on November 23rd. In total, the forums attracted approximately 150 participants from diverse groups, including community organizations, anti-racism and multicultural organizations, businesses, public institutions, government, and youth.

Each forum began with opening remarks by Cathy Stigant, Executive Director for the Ministry Responsible for Multiculturalism and Immigration (MRMI), followed by a panel of speakers invited to discuss key issues regarding multiculturalism. Following the panel, workshops were held with discussions focussed on questions addressing local community issues.

Multiculturalism BC thanks all the participants, panelists, resource people, recorders and facilitators for sharing their experiences and ideas, and for making each forum a success. This report is a draft summary of the panelists' key points, and of the discussions that took place in the workshops.

Please note that the opinions and views expressed by the participants do not necessarily represent or reflect the views of the Ministry Responsible for Multiculturalism and Immigration.

SPEECH SUMMARY:
Multiculturalism: What it Means and Where it's Been

Ken McAteer *Chair, Advisory Council on Multiculturalism*

Multiculturalism is the right to belong, to achieve recognition and identity and to live in a cultural democracy that is peaceful, prosperous and inclusive. It is also about maintaining a stable population, establishing a growing tax base and increasing the skills and education of the work force. Multiculturalism is not just for visible minorities or new immigrants. It is a way of life for everyone.

Multiculturalism today reflects three prominent issues.

> Multiculturalism is about seeking respect, inclusion, and cooperation in order to reach common goals. In unity there is strength and mutually accepted values.
>
> Multiculturalism is good business that has global implications. Understanding other cultures is a powerful approach to expanding trade within our own country and with other countries.
>
> Multiculturalism is about human rights, fairness and justice. There is a general desire for a gentler, more cooperative and friendly society.

British Columbia passed its own *Multiculturalism Act* in 1993. Out of this Act came the provincial Advisory Council on Multiculturalism. The Council has drafted several pivotal recommendations that have been accepted and transformed into actions that have benefited everyone.

Some of these recommendations have included ensuring that all school districts have policies on multiculturalism and anti-racism and that recognition be awarded to Ministries and Crown corporations who have demonstrated equal opportunity in the workplace. Other recommendations have focussed on the creation of grants for immigrant settlement and multiculturalism. The Advisory Council has also developed publications regarding the myths and facts of multiculturalism and of hate crimes.

Recently, we have heard that as cultural diversity increases, racism increases. Our role is to help people adjust to change. In this adjustment will come an appreciation of a richness of cultures and a knowledge that together we can build a prosperous and harmonious province and country.

PRESENTED AT ALL THREE LOCATIONS

SPEECH SUMMARY:
Multiculturalism: Its Future Direction...
Diversity, Social Justice Issues & the Business Case

Inder Mehat — *A/Director, Multiculturalism BC*

The reason why we are here today is to decide where we will go next. We hope to identify what culturally sensitive or responsible frameworks look like.

There are two issues that will have an impact on future directions:

Level of change that is occurring in society;
Changing world views related to language and ideologies.

Three ages have been identified:

The Age of Inequality *(pre-1950)* — unfair treatment for some
The Age of Equality *(1950-1990)* — everyone treated the same, not necessarily fairly.
The Age of Equity *(present)* — everyone is treated fairly, not necessarily the same.

As we seek new direction, it is important to consider the following:

Organizations must conduct their business to reflect cultural diversity.
In the new paradigm, people will need multiple skills to reflect society's change.

At Multiculturalism BC, we are examining the notion that "Multiculturalism means good business." Within Ministries and Crowns, we are looking for tools to assist us in measuring what a culturally responsive Ministry and Crown corporation looks like.

Cyber space is a new venue for creating ties with one another. I would suggest all of you have a look at the following Web site: www.diversityatwork.com

SPEECH SUMMARY:
Local Success in Multiculturalism and Anti-Racism

Penelope Johnson — *Oliver Multicultural Organization and Kootenay Anti-Racism Task Force*
Christopher Schon — *Oliver Multicultural Organization*

Oliver's successes in multiculturalism can be described as renovations made to an old house. As we renovate, there is a sense of immediate gratification and success. However, each renovation reveals more work to be done...the insulation is upgraded, but in the process we discover that the wiring needs fixing.

Culturefest took place during Multiculturalism Week. It consisted of cuisine from a variety of cultures provided by commercial establishments and culture clubs, as well as music, dance, artwork, youth speakers, and the presentation of the Oliver Multicultural Organization Multicultural Award.

During March 21st activities, Multicultural Organization members staffed a mall kiosk for two days and distributed educational materials. Also organized by the Multicultural Organization was the Multicultural Banner Design Contest and Workshop where members of the public designed and hand-painted 36 light standard banners with themes of multiculturalism. Community partners included local school art classes, Town Council, the Oliver Chamber of Commerce and the Oliver Arts Council.

Other successes in Oliver have included the award-winning series of articles called *The Many Faces of Oliver*, produced by the *Oliver Chronicle*. The series narrates personal family stories of local residents, and the contribution their diverse backgrounds and experiences have made throughout Oliver's history.

Although we can renovate a house, our goal is to make Oliver a home, a place where we can set our differences aside and sit at the same dinner table. All the funded projects and conferences won't make this house a home until we work on establishing the intimacy of family. Family is not about integration or assimilation, speaking the same language or sharing the same values, family is about welcome, acceptance, mutual respect, dialogue, and joyful celebration.

SPEECH SUMMARY:
An Aboriginal Perspective of Anti-Racism Issues

Henry Michel — *Coordinator of Race Relations, En'owkin Centre*

The En'owkin Centre was established in 1995 in order to resolve conflict between developers, government, and the Aboriginal community. Out of conflict and resistance, growth has come.

Structures impact our lives. Structural racism is the least understood and least recognized form of racism. For example, the privatization of our medical system would not benefit the marginalized, it would benefit the pharmaceutical companies and the medical businesses. When the government pulls back on services, the community becomes accustomed to fewer services and is forced to look elsewhere and pay for those services. This in turn, erodes community values and beliefs, causing many lower income people to become dependants.

What has become destructive to Aboriginal people is the denial of indigenous knowledge. Aboriginal people have a unique worldview, philosophy, history, and language. Imbedded in this knowledge is a wealth of scientific, medicinal, social, and educational knowledge that has the potential to solve problems in our community.

Giving a legitimate voice to those communities who have been underprivileged will be a major obstacle in ending racism. Recent immigrant communities, gay and lesbian communities and other visible minority communities need to find a legitimate voice in the social, economic, and political infrastructure of Canadian society.

SPEECH SUMMARY:
Local Issues and Successes in Multiculturalism and Anti-Racism

Joanne Blackman — *Executive Director, Central Vancouver Island Multicultural Society*

Multiculturalism and diversity have always existed. In celebrating the 20th anniversary of the Central Vancouver Island Multicultural Society, the Society took the opportunity to showcase the true pioneers of Nanaimo. Among those honoured were, Emily Start, whose ancestors were US slaves who escaped through Victoria to settle in Nanaimo, and war veterans of all ethnicities, acknowledged through a television documentary.

Various organizations, such as the immigrant women's groups in Victoria and Duncan, work cooperatively through meetings held on a regular basis to organize events focussed on a common goal. Everyone is encouraged to participate, including students who support fundraising activities.

In 1995, the local school board adopted a multicultural policy and a committee was put in place which included student participation. In 1998, School District #68 received an award for their efforts.

On the negative side, racism does exist in our society. This is why our priority should be to ensure comfort and safety for all our children through the elimination of racism.

PRESENTED IN NANAIMO, B.C.

SPEECH SUMMARY:
Local Successes in Multiculturalism and Anti-Racism

Cyril Weeratunge *Quesnel Multicultural Society*

The Quesnel Multicultural Society was founded in 1989 as a non-profit organization. The organization was initiated through multicultural dinners, where people from diverse cultural backgrounds had the opportunity to become acquainted. They eventually began working on various projects.

One of these projects is the book *Quesnel: A Multicultural Tapestry* which took over five years to complete. Students from Correlieu Secondary School contributed articles, and the Quesnel School District accepted the book as a resource for their schools. Students were surprised to learn that many people from different parts of the world helped build our city. Another successful project was the calendar project which the Society undertook along with the help of students and staff from Maple Drive Junior Secondary School and Correlieu Secondary School.

The Quesnel Multicultural Society has celebrated many different events, including March 21st the Day for the Elimination of Racism, Heritage Week, and Multiculturalism Week. The society has also put together many workshops, conferences and various projects in order to promote racial harmony in the community.

Community partners have included: the Native Friendship Centre, Quesnel Human Rights and Civil Liberties, Amnesty International Quesnel Group, College of New Caledonia, Quesnel RCMP Detachment, Amata Transition House, North Cariboo Metis Association, Quesnel Public Health Unit, Women's Resource Centre, BCTF, City of Quesnel, and the Lions Club.

PRESENTED IN QUESNEL, B.C.

SPEECH SUMMARY:
Challenges Facing the Local Aboriginal Communities

Roberta Headrick — *Carrier Chilcotin Tribal Council*
Cindy Lepetich — *Quesnel Tillicum Society*

Challenges facing the local Aboriginal community consist of a low employment rate, inadequate health care, low education levels, low availability of childcare, over-representation in prisons, and high suicide rates.

The positives are that Aboriginal support workers are being hired, Aboriginal people are gaining representation throughout the justice system, and friendship centres are being developed.

But Aboriginal people are still discriminated against and stereotyped. People assume the worst if you are an Aboriginal person. They will assume you are an alcoholic, a thief, or that you are on social assistance. Cindy is Anglo-Saxon, but has an Aboriginal son who faces these issues on a regular basis. Many Aboriginal people hate themselves for their heritage. We need to learn that being Aboriginal does not make us any less of a person and that we have the same rights and capabilities as any other person.

SPEECH SUMMARY:
Multicultural, Anti-Racism and Diversity Issues in the Local Community

Meriel Barber — *Vice-President, Quesnel Multicultural Society*

The Quesnel Multicultural Society is in the process of completing a multicultural needs-assessment survey to determine if the needs of new immigrants are being met by local agencies. An agency which meets these needs would benefit the community as a whole.

In Prince George, multicultural celebrations are successful, but we may be celebrating differences instead of similarities. Acceptance is better achieved when we look at what we have in common.

Suggestions for change include making laws and worker's compensation rules and regulations easier for newcomers to understand. We need to market our workshops and seminars more effectively to reach all members of the community, and there is a need for advocates and interpreters who have had training in diversity issues.

WORKSHOP DISCUSSIONS

The following is a summary of the discussions collected at each of the three locations during the workshop sessions.

What is your understanding of multiculturalism, diversity, and social justice? Is more clarity of the issues required, and does the discussion paper help clarify?

Oliver

Multiculturalism is Canada — diverse cultures, living and working together.
Multiculturalism is unity amidst diversity — reconciliation of differences, acknowledgement of strength in diversity, and maintaining each individual's identity.
Diversity encompasses more than multiculturalism; it should include not only race but sexual orientation, physical and mental disabilities, age, learning styles, gender, behaviours, etc...
Diversity is about understanding different worldviews and philosophies.
Social Justice is about *equity* — equal access to basic human rights, employment opportunities, education, health, etc.
Social Justice is about empowering marginalized communities and sharing democratic rights.
More clarity of the issues is required. If we make communities responsible for these three terms, government will follow.
Most people believe the concepts to be separate issues, but in reality, their relationship is inseparable.

Nanaimo

An ongoing, evolving, awareness of difference and an understanding of similarities.
Social justice is about addressing past injustices and inequity.
Multiculturalism is about respect for one another.
Multiculturalism promotes inclusiveness.
Multiculturalism provides us with richness and gives us a reason to celebrate diversity.
Diversity is a broader concept than multiculturalism and is about respecting other ideologies.
Equal opportunity initiatives support diversity.
Multiculturalism, diversity, and social justice involve the recognition of all cultural groups and includes providing services which meet everyone's needs.
There is a backlash regarding multiculturalism — 'having' to accept it, rather than 'wanting' to accept it.

Quesnel

Multiculturalism is the inclusion of everyone — it encompasses many different ethnic groups and cultures.
Multiculturalism is about the accepting differences and meeting everyone's needs.
Diversity is a broader term — it breaks down assumptions based on race.
Social Justice is about meeting basic human needs and human rights.
Social Justice is freedom from discrimination.
Social Justice means understanding Aboriginal land issues.
Multiculturalism is about respect and pride of one another's cultures.

What have been successful multiculturalism initiatives in your community/organization?

Oliver

Hate Crime Team Consultations.
Folkloric/multicultural/artistic celebrations.
Penticton Multicultural Health Conference.
Women's History Month — reflected the contributions of women from a variety of backgrounds.
Merritt School 'Culture Days.'

Nanaimo

First Nations education in schools within the community and at the Longhouse.
Multicultural celebrations.
Hate Crime Team.
Cross-cultural exchanges.
STAAR Campaign (Hands Against Racism).
Local banks have been active in recognizing diversity.
RCMP cross-cultural training.
ICBC's corporate commitment to recognizing diversity and employment equity.
Malaspina Student Union has initiated a 'Stop Racism' campaign.

Quesnel

Alternative justice — allowing people to determine alternatives to the courts system.
Aboriginal people now have representation in the justice system, and in health and childcare.
Aboriginal people are now uniting in order to bring about change and justice.
Aboriginal youth are encouraged to learn about their identity through the Friendship Centre, Pow-wows and other significant venues.
Aboriginal groups are outreaching to the larger community; the public is encouraged to participate in celebrations and other events like the Pow-wow.
The book *Multicultural Tapestry* produced by students and the Quesnel Multicultural Society has been well-received in schools and the community.
The health council is working at being more representative — they are attempting to provide training and alternatives for staff with different needs.
Posters in the schools reflect the true diversity of Quesnel.

What are priority areas still requiring attention?
What collaboration can support this work?

Oliver

Update the school system — teacher-training, purchase textbooks and other resources reflecting the contributions made by minority groups for both elementary and secondary levels, and address the issue of 'Safe Schools' for all students.
Make better use of materials and resources on anti-racism and multiculturalism to educate the general population — use media and advertising campaigns.
Social Justice is for everyone. Equity issues still need attention. (i.e.: migrant farm workers)
Diversity training and public education need attention.

- Youth need to be encouraged to involve themselves in anti-racism initiatives.
- Monitor our newspapers so that they deliver facts, not biases.
- Develop strategic responses for inaccurate and misinformed 'Letters to the Editor.'
- Provide interpreters and translated publications.
- Develop textbooks which reflect the diversity of British Columbia, provide teacher-training and train school district employees, and integrate multicultural history into the curriculum.
- Collaborations with the AG Ministry to ensure safe schools.
- Municipal governments need to be involved in anti-racism/multiculturalism initiatives.
- Multiculturalism BC should provide diversity training to health care providers.
- Multiculturalism BC should provide and promote their publications in a variety of languages.
- Provide support to migrant farm workers.

Nanaimo

- Educating people on how to deal with hurtful and inappropriate comments.
- Freedom from violence and safety in our schools.
- Strong leadership examples are critical.
- It is important to hold peers and colleagues accountable for multiculturalism initiatives.
- Employment equity legislation needs to be enforced.
- Need to break down systemic barriers to inclusion and make services accessible.
- Increase outreach to Aboriginal and visible minority groups to develop partnerships, inclusion, and understanding.
- Need for consistency.
- Target anti-racism education in schools.
- Outreach to diverse groups to encourage inclusion and employment opportunities.

Quesnel

- Need more inclusion in the community and 'the system.'
- Rebuild family and community values to create a sense of belonging.
- Refine the ESL program
- Racism and discrimination are priorities. There is a lot of racism directed towards First Nations people, because of this First Nations people are the largest group of criminal offenders. Therefore, in order to address crime, we need to address racism.
- Educators report that racist comments are directed at immigrant children at the elementary school level.
- Education/counseling and cross-cultural training should be made available to *everyone* willing to be educated.
- Interpreters should be employed to help Newcomers function in the community.
- Need funding in order to create a Multicultural Community Centre.
- Provide pamphlets and information regarding social services and other resources in various languages.
- Networking is a good vehicle to meet needs — form partnerships with other groups in the community and involve the Chamber of Commerce, the Municipal government, the school district, and businesses.
- Organizations need to inform the general population of their role in the community.
- Job banks.
- Communication will result in cooperation.
- The participants at this forum should develop an action plan.
- Develop a community-planning group.

Where would you like to see multiculturalism headed in the next year, three years, long-term?

Oliver

- Have the ministries demonstrate more inclusiveness in the regions and communities by providing a role model for a culturally responsive institution.
- Change the Ministry's title to 'Multiculturalism, Ethnicity and Culture.'
- Develop multiculturalism campaigns similar to the "Drinking and Driving Counterattack" campaign.
- Important for groups like the Oliver Multicultural Society and Multiculturalism BC to conduct outreach work.
- Would be great to see more youth-initiated multiculturalism projects.
- Break down systemic barriers and ensure social justice is a reality for everyone in B.C.

Nanaimo

- Convert the unconverted.
- Government should take a more pro-active role in presenting all facts and information — raise public awareness through media, internet, etc...
- Provide training or workshops in various workplaces and ensure that professionals and leaders participate.
- Make multiculturalism, anti-racism, and social justice a political will.
- Use a consultative or multi-faceted approach.
- Multiculturalism should impact social policy, the education curriculum, and economic policy.
- The education system needs to pay attention to the role played by visible minorities in Canadian history to promote cross-cultural understanding.
- Outreach to small businesses.
- Need to ensure that opportunities are available to everyone.
- Need to communicate with one another in order to be sensitive to one another's beliefs and needs.
- Realization of employment equity.
- Make government resources available to all groups and regions around British Columbia.

Quesnel

- More education and resources provided in all areas of society — schools, colleges, universities, health care, government agencies, businesses, etc...
- Use of media to educate and provide information regarding multicultural/anti-racism events and issues.
- Comprehensive public education campaign to raise awareness.
- Identify how language has changed over the years and inform the general population why these changes were necessary (e.g. Acceptable term for native people is Aboriginal because it encompasses First Nations, Inuit, and Metis)
- Employment Equity legislation practiced
- Overcome our fears and focus on what we have in common as a society.
- Outreach to the industrial sector and professionals — educate people about the need for immigrants and the relevant experience and qualifications they provide.
- The government needs to establish the multicultural needs of a community.

Multiculturalism: Directions for the New Millennium

Participants List

Multiculturalism BC would like to thank the following people for participating in the three forums. For further contact details on forum participants, please contact our offices at (604)660-1188.

Oliver, BC	**November 4, 1999**
Catherine Wisnicki	
Sandy Dore	Advisory Council on Multiculturalism
Ken McAteer	Advisory Council on Multiculturalism
Greg Betz	BC Parks and Recreation – Okanagan District
Don Gough	BC Parks and Recreation – Okanagan District
Doug Findlater	Canadian Heritage
Tim Wood	City of Penticton
Henry Michel	En'owkin Centre
Lawrence S. Wilmot	Environmental Properties Inc.
Marge Bostock	ICBC
Amanda Montgomery	Lower Similkameen Indian Band
Lynn Curtis	Ministry for Children and Families
Dene Patey	Ministry of Agriculture and Food
Carol-Ann Hicks	Ministry of Social Development and Economic Security
Joshua Edwards	Okanagan University College – Penticton
Todd Sherwood	Okanagan University College – Penticton
Ajit Deol	Oliver Muliticultural Organization
Penelope Johnson	Oliver Muliticultural Organization
Christopher R. Schon	Oliver Muliticultural Organization
Deb Chappell	Oliver RCMP Victim Assistance Program
Kelli Terry	Oliver RCMP Victim Assistance Program
Ron Jeffrey	Oliver United Church
Ted Cronmiller	Osoyoos Detachment RCMP
Marie-France Menard	Penticton and Area Women's Centre
Manjit Channa	Penticton and District Multicultural Society
Lynn Wells	Penticton and District Multicultural Society
Pat Bachelor	School District #53 Okanagan Similkameen
Brian Fox	School District #53 Okanagan Similkameen
Phil Rathjen	School District #53 Okanagan Similkameen

Doug Short	School District #53 Okanagan Similkameen
Randy Toor	School District #53 Okanagan Similkameen
John Atkinson	Sen Pok Chin School
Paul Uppal	Similkameen Elementary Secondary School
Sarbjit Uppal	Similkameen Elementary Secondary School
Pat Johnson	Social Development and Economic Security
Evelyn Ask	Town of Oliver
Linda Larson	Town of Oliver
Su Won Hong	United Church
Kitty Wilson	United Church

Nanaimo, BC **November 9, 1999**

Erika Blakeman	
Charles Douglas	
Kathleen Johnnie	
Geraldine Manson	
Ilona Orsag	
Ken McAteer	Advisory Council on Multiculturalism
Lyse Clement	Association Francophone de la Ville de Comox
Marie-Paule Gregor	Association Francophone de la Ville de Comox
Anita Carroll	Central Vancouver Island Health Region
Anne Williams	Central Vancouver Island Health Region
Sheri Biship	Central Vancouver Island Multicultural Society
Joanne Blackman	Central Vancouver Island Multicultural Society
Mel Blackman	Central Vancouver Island Multicultural Society
Manjit Jaswal	Central Vancouver Island Multicultural Society
Pat Lyon	Central Vancouver Island Multicultural Society
Margo Westheim	Central Vancouver Island Multicultural Society
Bev Knight	Chemainus Native College
Jack Smith	Chemainus Native College
Alex Chan	Chinese Community Association
Thomas Moo	Chinese Community Association
Dan Ng	Chinese Community Association
Emma Payton	Comox Valley Women's Resource Centre
Hazura Sangha	Cowichan Valley Intercultural and Immigrant Aid Society
Mary Beth Small	Cowichan Valley Intercultural and Immigrant Aid Society
Nicole Hennessey	Federation des Francophones de la C-B Advisory Council on Multiculturalism
Brian Thurber	ICBC
Libby McGrattan	Malaspina University College
Dr. Elaine McCreary	Maxwell Community Service Institute
Mary Beeching	Ministry of Attorney General
Kathy Bush	Ministry of Attorney General
Ron Muir	Ministry of Attorney General – Nanaimo Community Corrections

Kevin Lee	**Ministry of Forests – Vancouver Region**
Sarah Bethell	**Ministry of Social Development and Economic Security**
Diane Campbell	**Ministry of Social Development and Economic Security**
Carol Eidsness	**Ministry of Social Development and Economic Security**
Sheila Manhas	**Ministry of Social Development and Economic Security**
Harriet Manson	**Ministry of Social Development and Economic Security**
Jan Thomson	**Ministry of Social Development and Economic Security**
Linda Ashby	**Ministry of Transportation and Highways**
Sandy Hickox	**Ministry of Transportation and Highways**
Ed Wong	**Nanaimo Chinese Cultural Society**
Naomi Goffman	**Nanaimo District Secondary School**
Shyma Mohit	**Nanaimo District Secondary School**
Donna Reimer	**Nanaimo District Secondary School**
Erin Strain	**Nanaimo District Secondary School**
Moniela von Conrunds	**Nanaimo Women's Resource Centre**
Ken McVay	**Nizkor Project**
Jackie Wilson	**North Island Women's Services Society**
Carlene MaCalla	**PSERC**
Tom Burkett	**RCMP Nanaimo**
Kate Stackhouse	**Royal Bank Financial Group**
Ron Tomlin	**Royal Bank Financial Group**
Diane Goodman	**School District #68 (Nanaimo-Ladysmith)**
June Harrison	**School District #68 (Nanaimo-Ladysmith)**
John Garenkooper	**School District #68 Race Relations Committee**
Mrs. Garenkooper	**School District #68 Race Relations Committee**
Jindy Manj	**Skills Development Centre – Nanaimo**
	Ministry of Economic Development and Social Security
Michael McGee	**St. Albans Anglican Church of Canada**
Joanne Bevis	**St. Paul's Church**
Bill Kaiser	**United Way of Nanaimo & District**

Quesnel, BC **November 23, 1999**

Maggie Bello	
Jody Blackmore	
Ken McAteer	**Advisory Council on Multiculturalism**
Manel S. Weeratunge	**Advisory Council on Multiculturalism**
Tina Devito	**Amata Transition House Society**
Kirstin Jarvis	**Amata Transition House Society**
Wilfred C. Smith	**Bouchie Lake Elementary School**
Marg	**Cariboo Friendship Society**
Debra Pinchbeck	**Cariboo Highland Games Society**
Warren Williams	**Carrier Chilcotin Tribal Council**
Roberta Headrick	**Carrier Chilcotin Tribal Council**
Cheryl Schmahon	**College of New Caledonia**
Bill Clapton	**Correlieu Secondary School**
Jeannine Doucette	**Human Resources Development Canada**
Sherry Jakesta	**ICBC**

Cheryl Neville	**Ministry for Children and Families**
Linda Neville	**Ministry of Attorney General**
Deborah Lipscombe	**Ministry of Forests**
Erich Breitkreuz	**Ministry of Small Business, Tourism and Culture**
Bob Jaskela	**Ministry of Small Business, Tourism and Culture**
Susan Harrison	**Ministry of Transportation and Highways**
Sue Illingworth	**Ministry of Transportation and Highways**
Grant Lachmuth	**Ministry of Transportation and Highways**
Lory Mitchell	**Ministry of Women's Equality**
Ann Herbert	**North Cariboo Community Skills Centre**
Veanna Kimmie	**North Cariboo Community Skills Centre**
Lynn Florey	**Prince George Community Planning**
David Coflin	**Prince George United Way**
Ruth Scoullar	**Quesnel and District Seniors Society**
Coralee Oakes	**Quesnel Chamber of Commerce**
Jean Birch	**Quesnel Community Health Council**
Mary Gradnitzer	**Quesnel Community Health Council**
Meriel Barber	**Quesnel Multicultural Society**
Yvonne Cromarty	**Quesnel Multicultural Society**
Marion Gillard	**Quesnel Multicultural Society**
Bernice Heinzelman	**Quesnel Multicultural Society**
Juliana Lucas	**Quesnel Multicultural Society**
Cyril Weeratunge	**Quesnel Multicultural Society**
Cindy Lepetich	**Quesnel Tillicum Society**
Brandi Bassett	**Quesnel Women's Resource Centre**
Vinder Lalli	**Quesnel Women's Resource Centre**
Darrell Robinson	**RCMP Quesnel**
Jacques Drisdelle	**RCMP Williams Lake**
Bob McIntosh	**RCMP Williams Lake**
Jasu Kotak	**School District #28**
Selena Mell	**School District #28**
June Campbell	**United Native Nations Local 112**
Pamela Creak	**United Native Nations Local 112**
Suzie Davidson	**United Native Nations Local 112**
Catherine Hendry	**United Native Nations Local 112**
Diane Pitts	**United Native Nations Local 112**
Diane Ray	**United Native Nations Local 112**
Carla Wallis	**United Native Nations Local 112**
Maureen Trotter	**Women's Resource Centre**